

	<u>Option A</u>	<u>Option B</u>
Contribution	5.7%	5.7% + 1.3%
Retirement Age	62 unreduced 55 w/2% per yr reduction	55 unreduced
Thrift Plan	Max. 5% Gov't contribution.	Max. 2.75% Gov't contribution
Accrual Rate	.9 (15 yrs) 1.1 after 15 yrs X high-5	Same as Option A
COLA	Reduced	Reduced
Cost of Payroll	21.9%	Same as Option A
Special Categories	Same as Option A except 1% Accrual Rate with Age 50 retirement plus supplement to age 62	None

FORD/OKAR

	<u>Regular Civil Service</u>	<u>Special Categories</u>
Contribution	5.7% + 1.3%	5.7% + 1.8%
Retirement Age	55 unreduced	50 unreduced
Thrift Plan	Max. 3% Gov't contribution	Same as Regular Civil Service
Accrual Rate	1% per year X high-3 + supplement to age 62	1.7% (20 yrs) 1.5% after 20 yrs X high-3 + supplement to age 62
COLA	Full	Full
Cost of Payroll	25.5%	Not Available

FOREIGN SERVICE

The Foreign Service has accepted the basic Special Category provisions of Roth/Stevens with some minor technical amendments. State will administer basic pension plan.

AGENCY PROPOSAL

	<u>CSRS</u>	<u>CIARDS</u>
Contribution	5.7% + 1.3%	Same as Agency CSRS
Retirement Age	55 unreduced	50 unreduced
Thrift Plan*	None	None
Accrual Rate	1.3% per yr service X high-3 + supplement to age 62. Overseas service calculated at equivalent of 2%	1.6% per yr service X high-3 + supplement to age 62. Overseas service same as CSRS.
COLA	Full	Full
Cost of Payroll	Estimated 25.7%**	Estimated 41.3%**

*Subject to further Agency Management decisions

** Actuary presently updating figures to reflect current management options

JUSTIFICATION FOR CIA PROPOSAL

- ° Maintain a young and vigorous work force
- ° Retirement age when service no longer in interest of National Security because of burnout, exposure to hostile forces and decline in state-of-the-art knowledge
- ° Equitable treatment between post-1983 and prior-1984 employees
- ° Internal Agency Administered system for security/cover protection
- ° Full career employment
- ° Reward overseas service

COST COMPARISONS BETWEEN AGENCY, FORD, AND ROTH/STEVENS PROPOSAL

	<u>Current CSRS</u>	<u>Agency CSRS Proposal</u>	<u>Roth/Stevens Proposal Post-1983</u>	<u>Ford/Oakar Post-1983</u>
TOTAL EMPLOYER COST	25%	25.7%	21.9%	25.5%